GOOD ORDER AND DISCIPLINE TRAINING SLIDES

Revisions to Army policy on unprofessional relationships and fraternization were released on

2 Mar 99. Training and educating the force on key provisions of this policy is essential.

The attached charts are to be used as the basis for this training. The intent is for this training to be disseminated to soldiers at all levels. Training to be completed NLT 1 Oct 99.

GOOD ORDER AND DISCIPLINE

Army Policy and Standards Update

PURPOSE

- To inform soldiers and DA Civilians about changes in Army policy regarding good order and discipline as they pertain to relationships between military members of different rank.

BACKGROUND

Sec Def reviewed policies of all Services, and on 29 July 1998 determined that “all Services will, by policy, prohibit personal relationships such as dating, shared living accommodations, engaging in intimate or sexual relations, business enterprises, commercial solicitations, gambling and borrowing between officer and enlisted regardless of their Service. This change will not affect existing marriages.”

Mission

- To meet this directive, the Army has revised its existing policy. The remainder of these slides highlight those changes.
- The basis for these slides is AR 600-20, Paragraphs 4-14, 4-15, and 4-16 as revised.

Applicability

- This revised policy applies to
  - Relationships between Army personnel (Active or Reserve soldiers)
  - Relationships between Army personnel and personnel of other military Services
- The term “officer” includes both commissioned and warrant officers
- This revised policy is effective immediately except as noted.

What has not Changed

- The Army continues to prohibit all unprofessional relationships that:
  - compromise the chain of command
  - cause partiality or unfairness
  - involve the improper use of rank for personal gain
  - are exploitative or coercive in nature
  - create an adverse impact on discipline, authority, morale, or mission accomplishment

What has not Changed (cont)

- Relationships that present the appearance of violating any of these standards may also be prohibited.

What has Changed

- Certain types of relationships between officers (commissioned and warrant) and enlisted personnel are now prohibited.

Business Relationships

- Business relationships between officers and enlisted personnel are prohibited.
- Exceptions
  - Landlord/tenant relationships
  - One time transactions (such as sale of an automobile or house)
  - For ARNG/USAR only, business relationships which exist due to their civilian occupation or employment

Business Relationships

- Exceptions (cont)
  - Existing business relationships between officers and enlisted personnel that were authorized under previous Army policy are exempt until 1 Mar 00.

Personal Relationships

- Dating, shared living accommodations, and intimate or sexual relationships between officer and enlisted are prohibited.
- Exceptions to Prohibited Personal Relationships
  - Marriages that exist now or are entered into prior to 1 Mar 00
  - Relationships that violate policy only because of the promotion or change in status of one military member (for instance, two enlisted soldiers are married and one is commissioned through OCS).

Personal Relationships

- Exceptions to Prohibited Personal Relationships (cont)

– For ARNG/USAR only, personal relationships that exist due to civilian acquaintenanceship (unless individuals are on active duty other than Annual Training)
– For Regular Army, personal relationships with a member of the ARNG/USAR that exist due to civilian (off duty) association (unless the ARNG/ USAR soldier is on active duty other than Annual Training).

Personal Relationships

- Exceptions to Prohibited Personal Relationships (cont)
  - Existing personal relationships between officer and enlisted that were authorized under previous Army policy are exempt until 1 Mar 00.

Gambling

- Gambling between officers and enlisted personnel is prohibited. There are no exceptions.

Social and Family Relationships

- Associations between officer and enlisted that occur in the context of community organizations, religious activities, athletic teams and events, unit-based social functions, or family gatherings are not prohibited.

Accountability

- In any relationship the senior person (by rank) is generally in the best position to terminate or limit the relationship.
- All servicemembers, however, may be held accountable for relationships that violate this policy.

Commander’s Options

- Wide Range of Responses
  - counseling/education
  - administrative
  - non-judicial punishment
  - court-martial
- Goal is to use response that is warranted, appropriate, and fair

Other Prohibited Relationships

- Any relationship between permanent party personnel and IET trainees not required by the training mission is prohibited.
- Any relationship between permanent party personnel assigned or attached to the U.S. Army Recruiting Command and potential prospects, applicants, members of the Delayed Entry Program or Delayed Training Program not required by the recruiting mission is prohibited.

Conclusion

- Army’s goal has not changed: a combat ready force
- Army’s standards have not changed: relationships which harm unit cohesion are unacceptable
- Army policy has changed: commanders are the key players in guiding soldiers through the transition